



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***Fourth Quarter 2015
October - December, 2015
Updated through July, 2016***

*Missouri Department of Social Services
MO HealthNet Division
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MISSOURI HEALTH CARE RESPONSIBILITY REPORT

Introduction

On November 27, 2006, Governor Matt Blunt signed Executive Order 06-45, directing the Missouri Department of Social Services (DSS) to prepare a Medicaid beneficiary employer report to be submitted to the Governor on a quarterly basis and to be known as the Missouri Health Care Responsibility Report.

In the 2007 legislative session, the Missouri General Assembly enacted Senate Bill 577, which transformed the Missouri Medicaid program into MO HealthNet (MHN). Section 208.230 of SB 577 is known as the “Public Assistance Beneficiary Employer Disclosure Act.” It directs the Department of Social Services to prepare a MO HealthNet beneficiary employer report. The requirements of Section 208.230 and Executive Order 06-45 are virtually identical.

Data Confidentiality

The Department of Labor and Industrial Relations (DOLIR) maintains a database of employers, employees, and wage information for the purpose of administration of the state unemployment compensation program. United States Department of Labor regulations (20 CFR 603) govern how such information can be used and under what circumstances the information can be made available to others. Federal regulations allow the disclosure of normally confidential information to public officials for use in their official duties, but do not allow public disclosure of confidential information. Therefore, without statutory changes, the report must be limited to non-identifiable data regarding individual employers. Wherever possible, DSS has used aggregated data to describe the employed population that receives MHN benefits and services.

A more detailed explanation of the methodology used to compile the report follows the summary data shown on the next two pages.

SUMMARY DATA
MISSOURI HEALTH CARE RESPONSIBILITY REPORT
October – December, 2015, Updated Through July, 2016

Number of Employees and Family Members Included in the Report

A total of 655,760 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 288,560 of these are associated with an employer with 50 or more such individuals and are included in this report.

Percentage of Workforce

Eight hundred seventy-nine (879) companies were identified as employing fifty (50) or more individuals who either received MHN benefits or were responsible for a spouse or child who received such benefits. These companies employed a total of 1,112,969 individuals in the State of Missouri. The Department of Social Services identified 136,222 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 12.24% of the workforce of these companies received MHN benefits for themselves or their families.

Number of MHN Enrollees for Employers with Fifty or More Individuals

MHN Enrolled Employees (E)	72,162
Employees with MHN Enrolled Family Members (N)	64,060
Total Employees (E + N)	136,222
MHN Enrolled Spouses (S)	12,889
MHN Enrolled Children (C)	203,509
Total MHN Enrollees (E + S + C)	288,560

Insurance Coverage

Based on a survey of employers conducted by the MO HealthNet Division (MHD), 58% of the employers provide insurance for their full-time employees and their family members. As shown below, coverage for part-time employees was far less likely to be available.

Percentage of All Employers Surveyed Providing Coverage for:	Full-Time Employees	Part-Time Employees	Spouses	Children
Yes	59%	18%	58%	58%
No	3%	44%	4%	4%
Unknown	38%	38%	38%	38%

Cost to the State of Missouri

The total cost to date to the State of Missouri for providing MHN coverage to these employees and their family members was \$225.7 million during the quarter covered by the report.

HIPP Enrollees	649
HIPP Payments	\$168,947
Title XIX Cost	\$221,011,252
Title XXI Cost	\$4,450,940
Other Cost	\$99,569
Total Cost	\$225,730,708
Total MHN Enrollees (E + S + C)	288,560
Per Capita/PMPM Cost	\$261

It should be noted that receipt of MO HealthNet claims often lags for several months. Most bills are received and paid within six months. In order to capture as many claims as possible an updated report will be issued at the end of the following quarter.

Industry Sectors

The tables that follow break down the statewide data into industry sectors. Some employers are associated with more than one industry sector. Employees of the State of Missouri, for instance, are distributed across four sectors: Information, Educational Services, Health Care and Social Assistance, and Public Administration.

Methodology

The Department of Social Services formed a working team of representatives from the MO HealthNet Division (MHD); the Family Support Division (FSD); the Information Technology and Services Division (ITSD) of the Office of Administration (OA); the Research Data and Analysis Section of the Division of Finance and Administrative Services (DSS/RDA); and IFOX (now Wipro), the MHN claims administrator, to design, gather data, program, and produce the report. DSS also receives assistance and data from the Department of Labor and Industrial Relations (DOLIR), which maintains wage information on employed Missourians, and the Personnel Division of OA, which maintains state employee records.

Compiling the data for the report requires combining eligibility data from DSS; wage data from DOLIR; state employee data from OA; and MO HealthNet claims data from Wipro.

The steps in the process are outlined below:

- At the end of the quarter, DOLIR provides a computer file to FSD/FAMIS and ITSD that includes all wages paid during the quarter for each employee and identifying information for the employer, including the number of employees for whom wages were paid by that employer during the quarter.

- FSD/FAMIS and ITSD match the wage file from DOLIR against DSS eligibility files to determine those employees who were eligible for MO HealthNet benefits at any time during the quarter and/or were responsible for a MO HealthNet eligible spouse or child. Since the DOLIR file contains only wage information and does not contain employment dates, DSS includes all individuals who received both wages and MHN benefits at any time during the quarter. (With respect to state employees, DSS takes the additional step of sending a file to the Division of Personnel in the Office of Administration to identify more precise employment dates.)
- FSD/FAMIS and ITSD add a code to the file for each individual. The code indicates if the individual is an employee who receives MO HealthNet benefits (E); an employee who does *not* receive MO HealthNet benefits, but is responsible for a spouse or child who does (N); an eligible spouse of an employed individual (S); or an eligible child of an employed individual (C). FSD/FAMIS and ITSD send both files to DSS/RDA.
- DSS/RDA combines the two files and eliminates all employees who work for employers that employ fewer than fifty (50) MO HealthNet beneficiaries or persons responsible for a MO HealthNet beneficiary.
- To determine the cost of MHN coverage, Wipro matches the file of employees against MO HealthNet claims and HIPP payment data. The total MHN cost includes Title XIX claims, Title XXI claims, and HIPP premium payments. (HIPP premium payments are made when a MO HealthNet enrollee has access to employer sponsored health insurance and it is more cost effective to pay the healthcare premium for the individual rather than to provide traditional MHN coverage. In such cases, the private insurance becomes the primary carrier. MHN is the secondary carrier and only pays for those services not covered by the primary carrier.)
- To obtain insurance information MHD conducts a telephone survey of all the employers included in the report.
- Limiting costs to services received within the same quarter in which wages were paid will understate costs in the initial quarterly report because of the inevitable lag between when services are delivered and when they are billed and paid. Based on historical data, approximately 85% of all claims are submitted and paid within three months from the date of service, while 93% are submitted and paid within six months. Therefore, DSS will save the data for each quarter's recipients and re-run the claims data at the end of the subsequent quarter in order to add payments made after the initial report was issued.
- DSS/RDA computes the per capita cost. The per capita cost is expressed in the report as a "per member, per month" (PMPM) cost. The PMPM cost is determined by dividing the total cost (Title XIX, Title XXI, Other, and HIPP payments) by the number of MHN enrollees (E + S + C). The quarterly cost is then divided by three months in order to obtain a monthly cost.

- DSS/RDA compiles the report for publication.

Data that is Unavailable

There is no central source or database maintained by any agency of state government for three data elements that are required for the preparation of the Missouri Health Care Responsibility Report:

- whether the employer offers health insurance to its full-time and part-time employees and their dependents;
- the hours worked by the individual for each employer; and
- the employment dates for each individual for each employer.

DSS addressed the first by conducting a telephone survey requesting the information from all employers included in the report. The absence of the other two data elements prevents DSS from reporting whether or not individuals are employed full-time or part-time. It also prevents a direct correlation between dates of employment and MHN eligibility.

TABLE 1. WORKFORCE PARTICIPATION BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - OCTOBER - DECEMBER 2015

Sector Name	Sector Codes	Missouri Workforce	MHN Enrolled Employees and Financially Responsible Employees (E + N)	Percentage of Workforce With an Employee and/or Family Member Enrolled in MHN
Agriculture, Forestry, Fishing, and Hunting	11	1,550	182	11.74%
Construction	23	9,357	794	8.49%
Manufacturing	31, 32, and 33	66,650	6,870	10.31%
Wholesale Trade	42	4,673	534	11.43%
Retail Trade	44 and 45	224,134	32,340	14.43%
Transportation and Warehousing	48 and 49	28,137	2,723	9.68%
Information	51	16,701	1,443	8.64%
Finance and Insurance	52	35,848	1,961	5.47%
Real Estate and Rental Leasing	53	4,203	780	18.56%
Professional, Scientific, and Technical Services	54	26,649	1,539	5.78%
Management of Companies and Enterprises	55	3,276	203	6.20%
Administrative Support, Waste Management, and Remediation Services	56	139,226	28,225	20.27%
Educational Services	61	140,614	6,374	4.53%
Health Care and Social Assistance	62	217,692	28,109	12.91%
Arts, Entertainment, and Recreation	71	8,810	750	8.51%
Accommodation and Food Services	72	107,968	18,538	17.17%
Other Services (except Public Administration)	81	9,073	1,290	14.22%
Public Administration	92	68,408	3,567	5.21%
Total		1,112,969	136,222	12.24%

TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - OCTOBER - DECEMBER 2015

Sector Name	Sector Codes	Employees with MHN		Total Employees (E + N)	MHN Enrolled Spouses (S)	MHN Enrolled Children (C)	Total MHN Enrollees (E + S + C)
		MHN Enrolled Employees (E)	Enrolled Family Members (N)				
Agriculture, Forestry, Fishing, and Hunting	11	64	118	182	48	313	425
Construction	23	203	591	794	144	1,245	1,592
Manufacturing	31, 32, and 33	2,258	4,612	6,870	1,331	11,604	15,193
Wholesale Trade	42	199	335	534	75	859	1,133
Retail Trade	44 and 45	18,247	14,093	32,340	3,105	45,581	66,933
Transportation and Warehousing	48 and 49	1,321	1,402	2,723	283	4,256	5,860
Information	51	763	680	1,443	170	2,142	3,075
Finance and Insurance	52	887	1,074	1,961	112	3,241	4,240
Real Estate and Rental Leasing	53	367	413	780	80	1,275	1,722
Professional, Scientific, and Technical Services	54	788	751	1,539	139	2,209	3,136
Management of Companies and Enterprises	55	108	95	203	13	331	452
Administrative Support, Waste Management, and Remediation Services	56	17,238	10,987	28,225	3,026	41,274	61,538
Educational Services	61	2,057	4,317	6,374	590	10,022	12,669
Health Care and Social Assistance	62	14,082	14,027	28,109	1,723	45,024	60,829
Arts, Entertainment, and Recreation	71	337	413	750	93	1,159	1,589
Accommodation and Food Services	72	11,333	7,205	18,538	1,327	25,592	38,252
Other Services (except Public Administration)	81	657	633	1,290	99	1,851	2,607
Public Administration	92	1,253	2,314	3,567	531	5,531	7,315
Total		72,162	64,060	136,222	12,889	203,509	288,560

TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - OCTOBER - DECEMBER 2015

Sector Name	Sector Code	Full-Time Coverage			Part-Time Coverage			Spouse Coverage			Child(ren) Coverage		
		Yes	No	Unknown	Yes	No	Unknown	Yes	No	Unknown	Yes	No	Unknown
Agriculture, Forestry, Fishing, and Hunting	11	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Construction	23	71%	0%	29%	14%	57%	29%	71%	0%	29%	71%	0%	29%
Manufacturing	31,32,33	75%	2%	23%	9%	68%	23%	75%	2%	23%	75%	2%	23%
Wholesale Trade	42	29%	0%	71%	0%	29%	71%	29%	0%	71%	29%	0%	71%
Retail Trade	44,45	58%	2%	40%	18%	40%	41%	55%	2%	43%	55%	2%	43%
Transportation and Warehousing	48,49	53%	0%	47%	18%	35%	47%	47%	6%	47%	47%	6%	47%
Information	51	55%	9%	36%	9%	55%	36%	55%	9%	36%	55%	9%	36%
Finance and Insurance	52	44%	0%	56%	11%	33%	56%	44%	0%	56%	44%	0%	56%
Real Estate and Rental Leasing	53	70%	10%	20%	0%	80%	20%	70%	10%	20%	70%	10%	20%
Professional, Scientific, and Technical Services	54	46%	0%	54%	0%	46%	54%	46%	0%	54%	46%	0%	54%
Management of Companies and Enterprises	55	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Administrative Support, Waste Management, and Remediation Services	56	48%	9%	43%	16%	41%	44%	47%	10%	43%	47%	10%	43%
Education Services	61	74%	2%	24%	30%	46%	24%	74%	2%	24%	74%	2%	24%
Health Care and Social Assistance	62	64%	3%	33%	21%	46%	33%	62%	5%	33%	62%	5%	33%
Arts, Entertainment, and Recreation	71	38%	0%	63%	13%	25%	63%	38%	0%	63%	38%	0%	63%
Accommodation and Food Services	72	54%	2%	44%	20%	36%	44%	53%	2%	45%	53%	2%	45%
Other Services (except Public Administration)	81	77%	0%	23%	23%	54%	23%	77%	0%	23%	77%	0%	23%
Public Administration	92	50%	0%	50%	25%	25%	50%	50%	0%	50%	50%	0%	50%
Total		59%	3%	38%	18%	44%	38%	58%	4%	38%	58%	4%	38%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - OCTOBER - DECEMBER 2015, UPDATED THROUGH JULY, 2016

Sector Name	Sector Codes	HIPP Enrollees	HIPP Payments	Title XIX Cost	Title XXI Cost	Other Cost	Total Cost (XIX, XXI, HIPP and Other)	Total MHN Enrollees (E + S + C)	PMPM Cost
Agriculture, Forestry, Fishing, and Hunting	11	3	\$770	\$276,997	\$15,682	\$13	\$293,462	425	\$230
Construction	23	18	\$5,004	\$1,101,159	\$63,997	\$50	\$1,170,210	1,592	\$245
Manufacturing	31, 32, and 33	49	\$10,704	\$9,257,601	\$264,234	\$769	\$9,533,309	15,193	\$209
Wholesale Trade	42	0	\$0	\$792,494	\$26,549	\$1,173	\$820,217	1,133	\$241
Retail Trade	44 and 45	102	\$24,093	\$52,508,948	\$740,339	\$20,868	\$53,294,249	66,933	\$265
Transportation and Warehousing	48 and 49	11	\$1,739	\$4,664,379	\$67,730	\$145	\$4,733,993	5,860	\$269
Information	51	2	\$177	\$1,968,534	\$25,598	\$635	\$1,994,944	3,075	\$216
Finance and Insurance	52	34	\$11,199	\$2,445,091	\$150,846	\$993	\$2,608,129	4,240	\$205
Real Estate and Rental Leasing	53	3	\$314	\$1,121,582	\$35,952	\$148	\$1,157,996	1,722	\$224
Professional, Scientific, and Technical Services	54	9	\$3,505	\$2,211,420	\$61,640	\$130	\$2,276,695	3,136	\$242
Management of Companies and Enterprises	55	0	\$0	\$408,119	\$46,360	\$2,545	\$457,024	452	\$337
Administrative Support, Waste Management, and Remediation Services	56	54	\$15,012	\$47,136,910	\$437,908	\$13,894	\$47,603,724	61,538	\$258
Educational Services	61	31	\$8,758	\$8,689,348	\$641,229	\$3,668	\$9,343,002	12,669	\$246
Health Care and Social Assistance	62	160	\$44,842	\$51,367,397	\$1,300,549	\$15,223	\$52,728,011	60,829	\$289
Arts, Entertainment, and Recreation	71	3	\$873	\$1,127,400	\$37,721	\$147	\$1,166,141	1,589	\$245
Accommodation and Food Services	72	25	\$10,176	\$30,719,129	\$341,823	\$19,939	\$31,091,067	38,252	\$271
Other Services (except Public Administration)	81	7	\$3,109	\$1,761,500	\$60,841	\$4,792	\$1,830,243	2,607	\$234
Public Administration	92	138	\$28,672	\$3,453,242	\$131,943	\$14,436	\$3,628,293	7,315	\$165
Total		649	\$168,947	\$221,011,252	\$4,450,940	\$99,569	\$225,730,708	288,560	\$261